

FACULTY & STAFF ASSOCIATION
FRASER VALLEY COLLEGE
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NEWSLETTER

OCTOBER, 1986.

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|---------------------------------|--------|
| FROM THE EDITOR | Page 1 |
| FROM THE PRESIDENT'S PEN | 2 |
| FROM THE STAFF VICE-PRESIDENT | 3 |
| FROM THE FACULTY VICE-PRESIDENT | 4 |
| FROM THE GRIEVANCE CHAIR | 8 |
| FROM THE CONTRACT CHAIR | 9 |
| JCAC REPORT | 11 |
| NEWS SHORTS | 13 |
| BRIEF MINUTES | 15 |
| ELECTION SPECIAL | 17 |
| A LITTLE LABOUR HISTORY | 25 |

From the President's Pen

I have written, what I consider, a very strongly worded letter to the newspapers in Abbotsford, Chilliwack, and Mission. In these letters I asked the electors to make education the number one issue in our Provincial election campaign, and I would like to urge the members of the FSA to do the same. We, who have been the benefactors of a more enlightened educational policy, owe a debt of gratitude to the previous generation. This debt can only be discharged by our commitment to provide the same educational service to the present generation of students. There is no better investment you can make; there is no better way of providing for your own children's future; and there is no better service you can provide your Country.

I have recently made a proposal to the College Board on behalf of the Union. The proposal is to explore the feasibility of establishing methods which might reduce the adversarial roles adopted by the Board and the Union during many of our discussions, and to explore areas of possible cooperation. Since I have just submitted the Proposal to the Board Chairman, Mr. Bill Harris, and he has not yet had time to reply; I will wait for the next newsletter to publish the proposal.

As of Oct. 1, 1986 the new Provincial Union (CIEA) is in operation along with the new strike fund. CIEA has hired two new staff employees, a lawyer from Nova Scotia and a clerk typist. This brings the the total number of people employed by CIEA to four. The lawyer has not been admitted to the B.C. Bar, and therefore will not be able to practice law in B.C. (Leo McGrady is still the Union's lawyer.) CIEA's staff is now available to provide information and other union services to all the member colleges in B.C. Anyone having need of the the Provincial Union's services must direct their inquiries through the FSA.

The staff component of the FSA held a separate meeting last month. The Staff Vice-President, Linda Dix, chaired the successful meeting. A questionnaire will be circulated to see if there is a need for another meeting, and if a CUPE representative might be invited to come and speak to the staff.

The questionnaire in last month's newsletter has revealed no substantial support among the staff for CUPE to form a separate staff union. To be honest, the apathy was overwhelming with about 15% of the questionnaires returned. Twenty-two staff people returned the questionnaire with five indicating support for the split. Ten faculty returned the questionnaire and they indicated a willingness to let the staff component do what they wish.

Thank you for reading this. As I promised it is much shorter than last month's report.

George McGuire
FSA President

from the Staff Vice-President

Thanks, gang, for making the meeting on October 1, 1986, a success. There was a lot of discussion and were several suggestions. In the near future, minutes of the meeting will be distributed to all staff members. It was decided at the meeting that a mail ballot be held to see whether staff wish representatives from other unions to come and speak to the membership. This ballot will take place in the near future.

You will be hearing from me shortly. Please, if you have any questions, concerns, or good things to say, give me a call.

Linda Dix



"So long, partner!"

from the Faculty Vice-President

A somewhat belated welcome back to all and a Happy Hallowe'en.

Linda Dix and I (Judy Inouye) are your representatives on the College Advisory Committee. We will be reporting on the CAC meetings in each issue of the FSA Newsletter. Please communicate with us if you have any questions or comments on any issues under consideration by the Committee or if you wish to propose a new policy or changes to an existing one.

June 11, 1986

New Members on CAC

The term has just expired or will soon be expiring for a number of representatives. The Student Society will be asked to name its East and West reps in the Fall.

Principal's Report

Dick Bate attended the meeting for Barry Moore and presented the Principal's report. Highlights from the report are as follows:

- the 1986/87 Operating Budget has been tentatively approved by the Board;
- serious budgetary problems are anticipated for 1987/88 because of reduction in federal funding for certain program areas;
- \$800,000 has been approved by the Ministry for the Agricultural facility to be located at the Chilliwack campus;
- no news has yet been received on capital equipment funding but some funds may be forthcoming from the Excellence Fund.

Policies

- 350.07 (Transfer Credit) Passed on first reading
- 360.07 (Tuition fee waiver) Passed on first reading

This policy will enable the College to count in its enrollment report students who receive free tuition. Under this policy those receiving free tuition will be required to pay at time of registration and later be reimbursed. This will affect FSA members taking free courses under the terms of the Contract.

- Smokeless Environment

Tom Davis suggested that CAC initiate a policy to make the college a smoke-free environment. The following was passed on first reading:

"That on the basis of information from the Canadian Medical Association regarding the increased health risk from secondary tobacco smoke, Fraser Valley College be made a smokeless environment."

As the policy will no doubt be a controversial one, the FSA representatives will make sure that adequate opportunity for input be provided to FSA members.

- Proposed Policy: Work Required for a Subsequent Certificate or Diploma

This policy, proposed by Admissions and Standards, was defeated on first reading. CAC suggested that Admissions and Standards look into the justification of awarding separate certificates for programs with similar content.

Ministry Missions and Goals Statement

CAC moved basic agreement with the Statement but added that the objectives would be difficult to achieve given our current financial situation.

CAC/PAC Relationship

A need for a communication link between CAC and PAC was recognized. The Chairs of the two Committees will meet to discuss the issue and further discussion will take place at the next CAC meeting.

September 24, 1986

New Members on CAC

George McGuire presided over his last meeting. Barbara Moon will take over as Science and Technology rep. for the remainder of George's term and Tom Davis was elected as the New Chair. Barry Moore thanked George for the excellent job that he has done.

Principal's Report

The following are highlights from Barry Moore's report:

- Board and EPC/OFC meetings will be discussing the Five Year Plan update, Chilliwack facilities' progress, Canada Job Strategy programs.
- An additional \$98,000 for the overrun on the mechanical contract has been approved for the Chilliwack facility.

Policies

- 350.07 (Transfer Credit) Passed on second reading
- 360.07 (Tuition fee waiver) Passed on second reading
- 110.12 (Smoke-free environment)

Proper policy language was developed and the proposal was passed on first reading. The Policy reads as follows:

"On the basis of information from the Canadian Medical Association regarding the increased health risk from secondary tobacco smoke, it is the policy of Fraser Valley College that smoking be banned from the College premises."

Since this policy is likely to be a controversial one, CAC, recognizing the need for college-wide input, passed a motion to conduct a survey among the College community and to gather relevant information from outside sources.

FSA Executive has decided to refer this matter to the Occupational Health and Safety Committee.

- 340.04 (Admissions Policy) Passed on first reading
- 340.06 (Entrance Requirements)

Admissions and Standards recommended the deletion of 340.06 and the incorporation of elements of both policies under 340.04.

- 210.06 (International Education) Passed on first reading

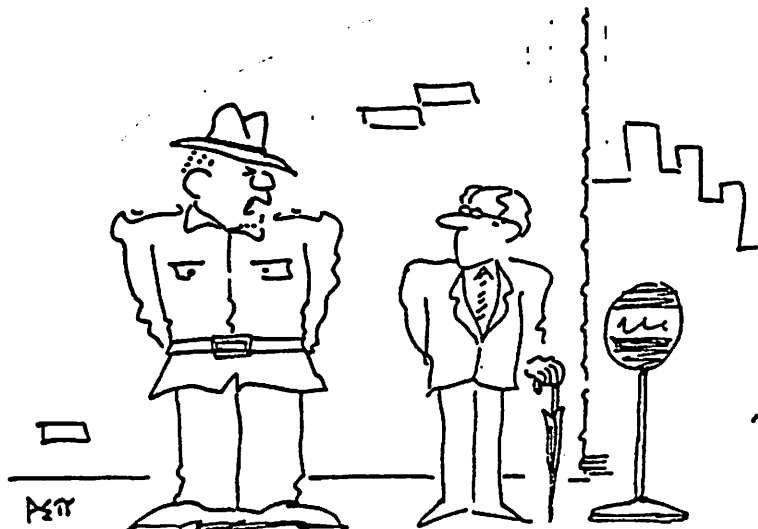
Since the Ministry of Education has indicated commitment to international education and to the involvement of the colleges in the endeavor, this policy was developed to outline the areas in which the College might participate, thereby indicating the limits of involvement.

The FSA will be responding to this at the next CAC meeting.

- 520.03 (Employment of Relatives)

This is a new policy proposed by the Board EPC to address the issue of the hiring of relatives in the College. This policy has a fairly lengthy procedures section addressing such issues as transfer, promotion, supervision, evaluation, etc. Barry Moore has indicated that this is a preliminary draft only and that the Board is receptive to suggestions for other ways of dealing with the matter. This policy has been tabled pending input from the Executive. If you would like further information or would like to comment, please contact me or Linda Dix. The next CAC meeting is Oct. 22.

Judy Inouye



"Myself, I deal in dangerous things . . . drugs, guns, and a little knowledge."

FROM THE GRIEVANCE CHAIR...

Investigation of the part-time faculty situation reveals numerous violations of Article 13.1(c) which obliges the employer to create regular positions. Upwards of \$150,000 will be devoted to part-time (non-union) instruction this semester. Though there are some good reasons to hire sessionals, e.g. filling vacancies caused by emergencies and short-term leaves, rounding out a program with the odd, highly specialized course, the main reason is cost advantage. Sessional instructors generate enrolments at roughly half the cost. The sessional salary schedule hasn't been revised in several years, leaving it far below those offered by Douglas College and S.F.U. Sessionals receive no benefits, they can bargain only on an individual basis and of course have no access to grievance procedure. Since they pay no dues, the union is considerably poorer by our tolerating the situation. In some situations, administrative headaches are caused by excessive numbers of part-timers; sessionals outnumber regular faculty in some program areas. The Association has brought the matter to the employer's attention and seems prepared to make some improvements.

The Joint Committee on Contract Services agreed to in negotiations last spring has just been convened. Susan Witter, Don Tunstall, Tim Segger, Barry Bompas, Heather Commodore and I are investigating conflicts between the terms of work in that sector and the Collective Agreement. The employer is concerned about the long-term viability of Contract Services in competitive bidding environment. The Association wishes to provide regular members with as many benefits of the contract as possible. Marrying these two points of view into a set of recommendations for inclusion into the Collective Agreement is the task at hand.

Your opinions about these matters or any other concerning the administration of the collective agreement are invited.

Bob Smith



FROM THE CONTRACT CHAIR...

As a result of the Letters of Agreement negotiated last spring, two joint committees are currently at work: one on Contract Services and one on workload.

IWAC (Instructional Workload Advisory Committee) is currently struggling with the thorny issue of measuring and equalizing workloads throughout departments. This working group consists of Pat Gillespie, Ian Fenwick, Alan Davis, Sheila Elliott, and Perla Werk, along with directors John Potts and Don Tunstall and Dean Bate. They are currently collecting workload information both within the college and from other colleges in the province. One of the more interesting reports on workload comes from Ontario, where the community colleges have just settled jointly with the government for a pay increase as well as a reduction in workload to something like the levels at our college. The maximum work week for instructors is now 44 hours a week, including preparation and marking time. In-class time ranges from 16 hours (for academic courses involving heavy preparation and marking) to 22 hours for courses equivalent to our vocational programs. (None of the courses in Ontario are university transfer.) Perhaps our college could consider such a model; for one thing, the public can understand a 44-hour week, whereas reporting 16 hours is always misleading.

The Contract Services group includes Tim Segger, Bob Smith, and Heather Commodore (all FSA), Don Tunstall, Barry Bompas, and Susan Witter (Management reps). The most pressing concern is, of course, the contract employment in the prisons; the more far-reaching concern is the increased pressure by the government to put new funding only into temporary contracts, and what that means for all college employees.

If the government continues the current trends in funding, then perhaps the college can use a slightly modified version of this advertisement published last year in the Times Higher Education Supplement:

ILCHESTER

VERY TEMPORARY LECTURER IN SOCIAL STUDIES

Applications are invited for the above vacancy which has arisen as the result of the non-replacement of eight members of tenured staff in this department in the last three years, and prolonged wrangling in God knows how many bleeding committees for what seems like a lifetime.

Teaching duties: The person appointed will be a very highly experienced lecturer with at least one doctorate and a minimum of eight ecstatically reviewed books.

He/she will be required to contribute to almost any course under the sun, not just in this department but in the university as a whole. The successful applicant may also, at the discretion of the head of department, be required to undertake some casual evening work in the staff dining room.

Length of appointment: The appointment will be for three weeks from October 1 1981, but may be extended for a further fortnight subject to satisfactory reports from staff and students (based on daily questionnaire returns) and the degree to which this department is successful in beating off the quite absurd rival claims for staff at present being made by the frankly megalomaniac head of the Department of Economics.

Salary: The university is at the moment promoting a staff-salary cutting scheme. This is still under review, but based on current calculations (ie the need to avoid 156 redundancies in the coming three years) the estimated salary for this position will be 22 per week. (In line with present university policy, however, superannuation contributions are not required from members of staff appointed for periods of less than one month).

Further particulars: Further particulars are available from the head of department price 12.50, (Well quite honestly, with a departmental grant like ours you have to grasp at straws.) Applications (26 copies - you should see the size of the appointments committee!) with the names of six referees, all of whom must at present be in tenured academic posts (sorry - no "early retirements") should be sent to the Temporary Registrar. Contributions to the university's Rebuilding Fund may be included in the same envelope.

Virginia Cooke

JCAC REPORT

There has recently been a great flurry of activity and discussion among staff in the college on the subject of one's position in relation to another's. It is only with great difficulty that one does not automatically compare one's position with another seemingly comparable one elsewhere. There is constantly the urge to do this, brought on in no small way by the very nature of the system itself. It is the process of job classification that invariably creates, not so much a need, but an opportunity to compare one position with another.

In many, if not all, cases a comparison of two positions is very difficult especially where positions cross over into different areas of the college, i.e. comparing a position in Continuing Education with a position in Student Services. It cannot be done. Positions though classified relatively fairly at this College can become skewed when compared to jobs in other areas.

Every staff position in the College can be fairly accurately classified by using the existing system of classification. A quick glance at a position description or at a job is a poor way of looking at your own job.

Invariably these comparisons cause conflicts that need not occur. A higher paying position can be compared to your position and the result will be that the other one doesn't merit the extra salary. But is that so?

What could be at issue here is that your position is rated too low and should be increased - however, this type of argument does not automatically follow. Positions must be judged on their own merits, not the merits of other positions. To do that would be to write a never-ending spiral of job changes that ultimately lose track of the main reason for job classification in the first place - that of classifying positions on their own merits.

Saying all this does not preclude the inevitable comparison - we all do it as a fairly natural progression of events. But it rarely works. To compare seemingly comparable positions (i.e. Director's Secretaries) is difficult unless you know the job you're using as a comparison. On the surface, similarities exist - however, there also exists enough differences to create differences in not only pay levels (perhaps) but also duties and, of greater importance, responsibilities. This may not be so much a product of the position as much as it will be a product of the director.

A position that appears to you to be over-classified is simply not the case. No FSA position in this College is overpaid - at best some are appropriately paid.

Therefore, perhaps your job is underpaid. That is the more appropriate conclusion to draw from your comparison.

Check with either a JCAC member or look in the JCAC manual which is available in the LRC. Look at the process, compare it to your job and see how it fits. Don't draw conclusions on your own - speak to someone from JCAC who is better qualified to do this. Remember who the FSA members are on the JCAC:

Barbara Harms
Richard Heyman
Varlene MacLeod.

Also, talk to Barry Bompas who can help a great deal in this area.

In conclusion, if you feel a need to either have your job reviewed or you simply want to have someone justify your rating (or someone else's) talk to one of the JCAC reps. Also do a little homework; study the classification process - it really isn't that long or arduous. Then, if the situation still appears to warrant further study, the mechanism exists for you. We have to follow the process though, so don't just stew it around; you need to be satisfied, and that is what the JCAC and the FSA is here to do, as accurately and fairly as it can.

- Richard Heyman,
JCAC Chair.

NEWS SHORTS

Ruling on Mandatory Retirement

From the Vancouver Sun, September 11, 1986:

By compelling two instructors to retire at age 65, Douglas College has violated the Charter of Rights and Freedoms, an arbitrator in a labour dispute between the college and its faculty association has found. Bruce McColl's preliminary award in the labour dispute, published Aug. 25, is the first step in settling the dispute over the mandatory retirement of instructors George Porges and Jack Ferguson. McColl said the issue is significant because it affects all regional and community colleges in B.C.

Employers Cannot Change Employment Conditions Unilaterally

From the Vancouver Sun, October 3, 1986:

The B.C. Court of Appeal upheld a B.C. Supreme Court judgment that denied the right of employers to unilaterally change employment conditions after a collective agreement expires and before a new contract is negotiated.

"I conclude that the employer's power to impose terms unilaterally was not found and cannot be found in the Labour Code," Justice Peter Seaton said.

In July 1984, the Labour Relations Board ruled that an employer has the right to change the terms of employment between contracts. The LRB rejected union arguments that a union has exclusive rights to bargain an agreement, that employers cannot make unilateral changes to enjoy an unfair advantage in bargaining and that employment practices and common law dictate that the provisions of an expired contract should continue until a new agreement is reached.

The decision was appealed to the B.C. Supreme Court which found in May that the LRB had erred. The employers appealed that decision to the B.C. Court of appeal.

Under the original LRB decision, the Construction Labour Relations Association tried to rehire its workers with reduced wages and benefits. Gibraltar Mines unilaterally gutted seniority and grievance clauses in its contract with the Canadian Association of Industrial, Mechanical and Allied Workers (CAIMAW). CAIMAW was decertified at Endako Mines when it refused to take a membership vote on contract concessions. The Health Labour Relations Association was considering changing contract conditions for the Hospital Employees Union.

CAIMAW Secretary-Treasurer Jess Succamore said LRB Chair John Kinzie should be fired. Labour Minister Terry Segarty dismissed the demand.

Gainers Meats Boycott List

During the summer, an FSA member requested that the Newsletter print lists of hot goods that members of trade unions have been asked not to buy or handle, such as for the Gainers dispute. We are attempting to get such a list on a regular basis. In the meantime, here is a list of Gainers products from September/October 1986 New Directions.

BOYCOTT

Gainers – Swifts meat products

SWIFTS BACON – Premium, Lazy Maple, Sugar Plum, Capital, Eversweet, Royal Breakfast, Sunny Morning, I.G.A.

OTHER BACONS – Superior, Freirich, Royale, Capital, H.R.I., Hickory House, Food Services, Holiday, Sunshine, Denver, Royal Breakfast, Sierra, Armour, Country Morning, Alberta Gold, Harmonie.

HAMS – Homesteader, Superior Dinner Hams, Captain Cabin, Royale, Superior Cottage Roll, Alberta Gold, Lazy Maple.

MEATLOAF – Superior (Red & Gold Label).

SMOKED MEATS – Premium Corned Beef Brisket, Royale Pork, Superior Porks

PARTY STICKS / SMOKED MEATS – Superior, Safeway, Alberta Gold, IGA.

THIN SLICED

MEATS – Safeway, Royale, WEINERS – Firebrand Pork, Firebrand Beef, Smokies, IGA, Pork & Beef, Alberta Gold, Country Morning, Superior, Premium.

SMOKED HAMS – Superior, Sugar Plum.

RINGS – Superior Blood Sausage, Fine & Coarse, Garlic & Bolo.

BOLO – Superior & Salami.

PACKAGED

PRODUCTS – Magic Pantry

FROZEN PRODUCT – Brown'n'Serve Sausages

CANNED MEATS – Swifts Prem Luncheon Meat, Holiday Luncheon Meat, Swifts Cooked Ham



Brief Minutes

FSA Executive Meeting, October 8, 1986

Quorum for Executive meetings will be raised at next meet.

\$500 donated towards annual Christmas party.

Principal's Report

Five year plan is in its final stages of preparation.

Post Expo dollars from Ministry of Education may fund 7-8 additional sections in Careers and UT starting last week of October.

Excellence Fund requests for 1987-88 being prepared for categories of Equipment Replacement, Cost Increases, New Projects. These funds may now be 'hard' money. Council of College Principals attempted to get some of the money for regular operations and to have it allocated by formula, but the Ministry refused.

Correspondence

Letters of thanks received from Betty Urquhart and George McGuire's wife for flowers from the FSA.

Letter from bargaining unit member who is not member of union protesting being singled out as latter in FSA correspondence.

Communications

FSA column will appear in next DEMOS student newspaper.

President will write letters to press about provincial election and education issues.

Regular reports and quarterly reports from Health and Safety Committee, JCAC, JPDC chairs solicited for October Newsletters.

Grievance

Work continues on the Joint Committee on Contract Services.

Executive discussed regularizing positions currently held by variety of part-time employees.

Joint Classification Audit Committee

Richard Heyman chairs the committee. Doug Thorpe and John Shular are new members. Isabel Lee resigned and needs to be replaced.

Contract

Report from C-IEA Salary and Working Conditions Committee meeting:

Faculty at colleges that made concessions on workload for minimal wage gains now agree it has made their jobs miserable.

Grievances at many colleges about non-union people in Enterprise Centers doing union work.

The negotiation committee needs staff members.

Staff Vice President

Report on staff meeting:

Meeting attended by about 35 members.

There will be mail ballot about having representatives from other unions speak to staff.

Some staff sectors are not happy with FSA services and not clear about how to utilize them.

There will be quarterly staff only meetings.

Concerns were expressed about release time for Communications and about Newsletter.

Additional suggestions: social committee to help boost College morale, door prizes at union meetings to encourage attendance, refreshments at union meetings.

Faculty Vice President

Executive declined an invitation to participate in NDP rally in Langley.

International Education policy opposed because of bad effects on employee workloads and on service to our own community.

Nepotism policy opposed as too broad: it should just address problem of relatives on SACs and in evaluation.

No smoking policy opposed as too broad: it should ensure smoking is restricted so that non-smokers have clean air.

President

Staff begin paying \$5.25 CIEA dues this month.

Computer: New printer may be obtained by swapping old.
President and Communications Chair to arrange software and training for FSA secretary.

Discussed President's proposal for cooperation with Board -
Negotiations Chair to assist with revisions.

Election Special

Shortly after the election was called, the Newsletter wrote to all Liberal, Conservative, New Democrat, and Social Credit candidates in Central Fraser Valley, Dewdney, and Chilliwack-Kent ridings:

The Fraser Valley College Faculty and Staff Association publishes a monthly newsletter. We would like to publish statements from the candidates in the Central Valley, Chilliwack-Kent, and Dewdney ridings in the October issue.

The statement should be no longer than one page type written, and should address any issues you feel are relevant to the employees of Fraser Valley College.

We will publish any statements we receive in order to assist our members in making informed decisions when they vote in the election.

Here is what we received:

"New Democrats know that working men and women are the backbone of the B.C. economy, and they are the ones who will build a future of hope and opportunity for British Columbians," say Central Fraser Valley New Democratic candidates Vi Bergen and Steve Mohr.

Bergen said, "The Socreds have used high unemployment as a deliberate economic policy and as a direct result there is a feeling of apprehension about employment opportunities in the future. Even among those who are working, morale is low and it's hard to feel optimistic about how secure one's job is."

"Socred changes to the Employment Standards legislation mean working people can't count on fair wages, hours of work and working condition," added Mohr. "New Democrats, on the other hand, believe all employees have the right to decent wages, hours of work, working conditions, and, job security."

There are several other points in the labour policy of Bob Skelly and the New Democrats. They will:

- Establish the right to belong to a union
- Restore fair collective bargaining in the public sector by eliminating the Compensation Stabilization Program
- Strengthen free collective bargaining by improving the Mediation Services Branch
- Repeal legislation which allows cabinet to rewrite, repeal or nullify negotiated collective agreements
- Ensure pay equity - equal pay for work of equal value
- Make regular cost-of-living increases

"We are committed to these labour policy measures," said Bergen, "because we believe they will help provide a necessary sense of stability in our lives which we do not have at present."

"We have another area of strong commitment," she added, "and that is education. New Democrats believe that a quality education system is fundamental to the prosperity of our province and to the well-being of all British Columbians."

Mohr said, "There will be more regional colleges, not fewer, under a New Democratic government, and it goes without saying, they will be well staffed, well funded, and fully supported."

"Jobs and education are two of our top priorities in Central Fraser Valley," Mohr concluded.

19.
The Progressive Conservative Party of B.C. is committed to the pursuit of excellence in education. The students of today are our most vital and precious asset, our human capital resource. Each dollar earmarked for their education is not a dollar spent; it is a dollar invested in their future and ours. A strong education system and well-educated citizens are necessary for the prosperity of all.

It is imperative that education be restored to its rightful place in the province. Economies must be obtained, disciplined budgets must be instituted, incompetence in both teaching and administration must be recognized and corrected, and superior efforts by students and teachers must be rewarded.

The P.C. Party recognizes the importance of individual development and the importance of creative and entrepreneurial thinkers who will create new jobs and industries in B.C. If we supply the tools of education, government miniprojects and megaprojects will become unnecessary.

Of great concern to the P.C. Party is the extremely low percentage of high school graduates who are continuing their education; a mere 16% compared to 24% in the rest of Canada; 33% in the U.S. and 63% in Japan. It is imperative for the future of our province that we encourage more of our young people to further their education, be it at universities, technical institutes, community colleges or trade schools. We must be educated if we wish to participate fully in the new, more sophisticated, technological society. It is the opinion of the PC Party that there is no single objective of greater importance.

The PC Party recognizes the importance of long-term objectives, and the need for flexible planning to meet future needs. Therefore the PC Party favours a rolling five-year budget program along with a mechanism of accountability to the general public. On-site direction of post secondary institutions should be provided by elected Boards of Governors at each institution who will be held accountable by the Ministry for annual budgetary proposals based on the known five-year financing provisions given them by the Ministry.

Of equal importance is the restoration of, and the compliance with the Federal-Provincial Agreement on "Established Programs Financing". The PC Party believes that all federal and provincial funds allocated for education should be used for the purposes intended and, further that provincial funding for higher education should match, or exceed federal funding.

The responsibility for post secondary education in B.C. should be returned to the Ministry of Education with the department of one deputy minister for the general administration and long term financing of all post secondary education.

An independent College of Teachers should be established to set teachers training and performance standards, to enforce professional ethics and to appropriately discipline educators in breach of their obligations.

The PC Party firmly entrenches as policy, and as a commitment, that education will be the door to opportunity. We firmly believe it is the obligation of government, in conjunction with all concerned, to assure that education at all levels is once more accorded the treatment deserved by our province's most important people intensive process.

LIBERAL

Chilliwack & District
LIBERAL Association

795 - 6302
795 - 6496

#2-9360 Mill St.,
Chilliwack, B.C.

Thank you for this opportunity to present the B.C. Liberal Party policy on post secondary education and for your committment in what must be, difficult times.

I am sure members of the Fraser Valley College Faculty and Staff Association need not be reminded of the statistics that show the truly embarrassing lack of committment by, what can only be described as, a government that cannot see education as an important investment in B.C.'s future.

Post secondary education is the corner stone in building a strong, diverse economy. Without a committed government our colleges and universities will continue to decline. A Liberal government would be committed and feels that a healthy post secondary system will produce the kind of graduates that will move out of a raw resource based economy into a more stable, competative value added economy. This diversity will protect us from the kind of recession we are still suffering.

I demonstrate our committment by stating that a Liberal government in B.C. will:

- compensate for 5 years of underfunding and facilitate long range planning by guarenteeing the province's post secondary system annual increases of 10% a year for three years (approx. \$60 million per year);
- re-institute a student bursary program at the 1981-82 level of \$35 million to ensure more equitable access to post secondary education.
- introduce legislation which would ensure that the majority of college and university board members are not political appointees.
- meet the Social Credit government's original committments with respect to funding the agricultural programme at Fraser Valley College.

As a member of the Liberal Pary Candidate Caucus since January, I have been working hard to keep the needs of our corner of B.C. in the for-front. I think the last item reflects how successful I have been.

If you have any questions or would be interested in working for a party that sees education as an investment, not an expensive social programme, please call 795-6496. Or write C/O #2-9360 Mill St., Chilliwack, B.C. V2P 4N2

Thank-you,
Clint Hames
Liberal Candidate.

We're off and running.



To the Employees of Fraser Valley College

The Conservative philosophy, applied, insists,

that every child has the absolute right to education to the limit of his or her individual nature and capacity-at public expense. That capacity to be determined by performance and examination.

It is stressed that this right relates directly to the nature of the child and not to any 'perceived' needs of locality, Province or Country.

I believe that the present Community College structure is overscale to deal with it's vital "second chance" capacity.

- A sledgehammer to crack a nut-

Colleges are seeking outreach projects and extending Continuing Education past the bounds of reason to fill classrooms.

Re-Assignment of Colleges and some individual Campi to University Status and others to the highest level of practical, Vocational, Technical and Business work-entry programmes is required to maintain public confidence and use the infrastructure to the best advantage.

Thank you for this opportunity and please contact me as above. I would like to Listen too !

Gerald Kirby





SCOTT
FAST
CHILLIWACK

CAMPAIGN
HEADQUARTERS
#1-45840 YALE
CHILLIWACK V2P 3H11
792-2495

The Institutional Evaluation Steering Committee should be commended for its questionnaires. They certainly address my concerns about Fraser Valley College and, indeed, about education in British Columbia.

However, I must admit to some apprehension. What chance is there for the College's problems to be remedied if the Social Credit party is reelected?

Increased and more equitable student aid?

The Socred Minister of Education is now on record that post-secondary education is for those who can afford it, and that the Socreds will not bring back student grants. It is no wonder that only 6% of students from outside Vancouver and Victoria take post-secondary education: often, a student is \$20,000 in debt after graduating from university. B.C. has the smallest number of post-secondary students per population of any region in Canada.

New Democrats will develop student aid and grant programmes that ensure students have equitable access to post-secondary education.

A return to local control of our colleges and schools by elected board members without threats of fines or firing for disagreeing with the government?

When he was Minister of Education, our current, smiling Premier initiated much of the present centralization in education. His government affronts our Board by even insisting that the government will appoint the College auditor. And the Premier proposes to extend centralization with a county system so that local concerns are further submerged.

New Democrats will establish locally elected college boards with community committees to advise on funding and programmes.

Better pay for College employees? More and expanded programmes to serve our students?

After our recent bout of negotiations, little needs saying about what has happened to our pay under the Socreds. We turn away hundreds of course registrations for want of room in courses. The Socreds make a profit from federal funds for post-secondary education, spending less money on post-secondary education than they receive!

New Democrats recognize the mess created by the Socreds with public debt quadrupled in ten years. We will not, however, deprive employees of their right to bargain collectively with their local employers. We will ensure that all federal funds for post-secondary education are spent for post-secondary education. We will expand, not decimate, needed programmes.

Good employee morale? Long range planning for a stable educational environment? Less bureaucracy so that administrators can manage and more money can go towards teaching?

The last two months continue the Socred chaos in education. Our administrators spend much of their time generating yet more reports for the Ministry and yet more applications for ad hoc, pork barrel funding such as 'Excellence in Education' and Post Expo Dollars.

New Democrats will end cut backs, centralization and confrontation, and will establish long-term program and financial planning, including developing four year, degree granting programmes in some community colleges. New Democrats know that community colleges are the most crucial single institution for providing economic, social, and cultural opportunities for all British Columbians regardless of wealth, age, gender, or geographical location. College employees should work in an environment where they can be proud of what they do.

In order for our concerns as college employees, administrators, and students to be addressed by the next government of British Columbia, that government must be a New Democratic government.



BILL HARTLEY and SOPHIE WEREMCHUK

NDP CANDIDATES: DEWDNEY CONSTITUENCY

It is not a coincidence that British Columbia has the lowest per student spending on education and one of the highest unemployment rates in Canada. The present government promised to make B.C. economically competitive. Instead it cut education funding and eliminated training programs. Education services have been slashed 23% since 1982. A generation of young people has been left without the skills to take advantage of job opportunities to retrain and upgrade their skills.

Post-secondary education is now a privilege denied children of working people. The government closed David Thompson University in Nelson, shut down B.C.I.T. college campus in Maple Ridge and are planning to replace it with a jail. Consequently, students now pay more for less education.

Bill Hartley and Sophie Weremchuk say all British Columbians have the right to good education not just the children of wealthy parents which is the policy of the Socreds as stated by the Minister of Post Secondary Education, Russ Fraser.

It is time for a positive change in education. The New Democrats will fight for stability by ending cutbacks, centralization and confrontation, and by establishing long term program and financial planning.

New Democrats will re-introduce democracy in the education system which was dismantled by the Socred government. Gone will be the days of dismissing school boards for disagreeing with the government. Instead they are committed to consultation with parents, students and professionals. They will fight for school board autonomy and elected college boards. Academic freedom must be guaranteed.

Sophie Weremchuk and Bill Hartley will fight for quality educational opportunities for all British Columbians. Help them do it by giving your support on October 22nd.

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THE LIBERAL PARTY, DEWDNEY

Candidate: Bruce Bingham

The Liberal Party believes that education is the paramount social instrument for developing future talent.

With regard to primary and secondary education, the Liberal Party will provide much needed funding for basic and secondary educational purposes. We will demonstrate this commitment in the first year by increasing the funding by \$1 million. To help end the current climate of confrontation in education, we would establish an advisory committee on public education, whose members will include educators, students, school trustees, parents, labour, business, and other relevant groups, and they will report directly to the Minister of Education. In addition, a broadly based task force will be charged with making recommendations within 12 months on educational objectives, funding formulas, local autonomy versus centralized control, structure and governance of the teaching profession and appropriate programmes for children with special needs.

Regarding post-secondary education, it is quite apparent that during the past 3 years B.C.'s. post-secondary system has been all but gutted, operating budgets have been slashed, tuition fees are up, many courses have been eliminated and the so-called student aide programme is a farce. Drastic action is necessary - a Liberal Government will compensate for 5 years of underfunding by guaranteeing the provinces post-secondary system an annual increase of 10%, or \$60 million a year for the first three years. It would also urge B.C.'s. post-secondary institutions to freeze tuition fees for that same three year period. To ensure more equitable access to post-secondary education a \$35 million bursary programme would be introduced and more university level post-secondary education programmes would be made available to B.C.'s. rural and interior areas. Further, the majority of college and university board members would no longer be political appointees of the provincial government.

I urge all students and educators, parents, and other citizens, concerned not only about education but the foundation of the democratic process which supports it, to recognize that this election is about democratic freedoms which have been eroded and trampled upon. This can be readily seen when a government sits for 28 days out of a year, when it governs with 34 writs of closure in one year, when it signs \$560 million worth of financial warrants just prior to the last election without duly receiving the democratic mandate and then carries on to gut your educational system.

Effective government is not just government, but it is also a strong opposition. A strong opposition encourages the best in our system. Also recognize that we have suffered from weak opposition.

Please get out and vote.

A Little Labour History

1960-1969: The 1960s were marked by union struggle against anti-labour legislation and, in particular, ex parte injunctions, the key strikebreaking weapon of anti-union employers until the end of the 1970s.

In 1959, George North, editor of The Fisherman, was jailed for 30 days and the paper fined \$3,000 for an editorial declaring that "Injunctions Won't Build Bridges Nor Catch Fish," a direct reference to an ex parte injunction ordering leaders of the Iron Workers to send their members back to work on the unsafe Second narrows Bridge. They refused, were fined and sentenced to jail terms but won their appeal when the injunctions was overturned.

Less than a decade later, United Fishermen and Allied Workers (UFAWU) leaders were charged with contempt of court during a draggers' strike when they refused to obey an injunction ordering them to instruct their members to handle "hot" fish, a clear violation of the union's constitution. Three union officers were each sentenced to a year in jail for contempt and the union was fined \$25,000.

October 15, 1983: Solidarity rallies 50,000 in mass protest at Socred convention.

October 19, 1973: B.C. Human Rights Code established.

October 28, 1983: Operation Solidarity announces province-wide strike program.

from the editor . . .

SOCRED FREE ZONE

Public Health Professor Jean Stellman, Columbia University, at a smoking policy symposium in Vancouver: We are only attacking one small factor of the indoor air problem. In other cities, restricting the smoking has not achieved clean indoor air."

A very large health hazard lurks in our midst: the Socred government.

Can there be any doubt that the Socreds have caused immense damage to our health, our education, enforcement of our rights, our standard of living? Recall that three years ago next month many of us walked a picket line for the first time in an effort to combat this malaise.

And what have the 'fresh start' Socreds done to cure the illnesses they spread in the last three years?

Nor has the College made any efforts to pass a No Socred policy that prohibits anyone from acting like a Socred except in designated areas. (Not that people can't be Socreds, just as people now are not prohibited from being smokers.) For example, it could be forbidden at College meetings to parrot Socred policy, to use Socred vocabulary such as "restraint" or "tough but fair", or to quote the latest Fraser Institute production.

It shouldn't matter that the majority who attend some College meetings are Socreds, just as it should not matter to enforcing a person's right to clean air that the majority at a meeting are smokers.

Well, the prospects for such a College policy are not good.

But at least for the next few days - and especially on October 22 - we have the opportunity to remove this health hazard from our College and the province.

Let's make B.C. a Socred free zone.